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- Administrative Rights Forms
- Request for IAB Investigations
- Copy of the Time Tolling Letter Mailed to Deputy [redacted]
- Copy of MPP 3-01/030.05 General Behavior

- Copy of MPP 3-01/030.10 Obedience to Laws, Regulations, and Orders
- Copy of MPP 3-01/030.16 Family Violence

COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT

INVESTIGATIVE SUMMARY

IAB #: IV2291399

INCIDENT: Domestic Violence (Off Duty)

DATE / TIME: June 24, 2011 / 2225 Hours

LOCATION: [redacted]

INVOLVED PERSONNEL:
Jeanette Freeman #[redacted]
Deputy Sheriff
Parks Bureau, Countywide Services Division

[redacted]#[redacted]
Deputy Sheriff
Transit Bureau North, Transit Policing Division

OPENING STATEMENT

It was alleged that on Friday, June 24, 2011, off-duty Deputies Jeanette Freeman and [redacted] were involved in a family dispute in their home at [redacted] During the dispute, Subject [redacted] alleged he was struck in the face by Subject Freeman, she threw a vase at him which struck a doorframe near his head, and she broke his cell phone and several picture frames. Subject Freeman alleged Subject [redacted] caused a scratch to her hand.

SYNOPSIS

On June 24, 2011, several officers from the Upland Police Department responded to the home ([redacted] of Subjects Freeman and [redacted] regarding a family disturbance. While he was in route to the disturbance, Sergeant [redacted] conducted a traffic stop on a Ford Mustang that he saw leaving a nearby alley with its headlights off. Driving the Mustang was Subject Freeman who was subsequently detained.

At the home, Officers [redacted] and [redacted] contacted Subject [redacted] and his two [redacted] and [redacted] In speaking to Subject [redacted] and his [redacted] they alleged that Subject Freeman had struck Subject [redacted] several times in the face, broke several picture frames and threw a ceramic vase at the head of Subject [redacted] In speaking with Subject Freeman, she indicated that there was no physical contact between her and Subject [redacted] Refer to the Upland police reports in **Exhibit A**.

In addition, the officers learned that Subjects Freeman and [redacted] were in a dating relationship and living together at that location. Based on their investigation, Officers [redacted] and [redacted] determined Subject Freeman had committed an assault with a deadly weapon, 245(A)(1) P.C. on Subject [redacted] by throwing the vase at his head. Subject Freeman was arrested for the assault. After being taking into custody, Subject Freeman alleged that a scratch to her left hand was caused by Subject [redacted] Subject [redacted] was subsequently arrested for Domestic Battery, 243(E)(1) P.C. and taken into custody.

> **IAB Note:** IAB Investigators requested a copy of the 9-1-1 call made to Upland Police Department. According to their custodian of records [redacted], the 9-1-1 recording was destroyed after 180 days as part of their normal retention policy.

Detective [redacted] of the Upland Police Department presented the case to the San Bernardino District Attorney's Office for consideration of a complaint. The District Attorney filed one misdemeanor count of Assault with a Deadly Weapon, 245(A)(1) P.C. against Subject Freeman **(Exhibit B)**. The criminal case against Subject [redacted] was rejected due to the Lack of Corpus **(Exhibit C)**.

On April 14, 2014, the criminal case against Subject Freeman was dismissed after she completed a fifty-two week Domestic Violence/Batters Treatment Program and made payment to the House of Ruth. For further, refer to the court minutes **(Exhibit D)**.

WITNESS INTERVIEWS

Officer [redacted]

On November 4, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Upland Police Department Officer [redacted] at Upland Police Department. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case. The following is a summary of the interview.

Officer [redacted] stated that he authored a supplemental report documenting the event and his actions (Pages 7-10 of Exhibit A). He said his report is a true and

accurate account of the incident.

In addition to what was contained in his report, Officer [redacted] said he had contact with both Subjects Freeman and [redacted] during this incident. He described Subject Freeman as being somewhat cooperative. He said she was very argumentative as they tried to explain things to her. Officer [redacted] described Subject [redacted] as being calm and collected. He said [redacted] explained everything that occurred very clearly.

Officer [redacted] said the damage to the doorframe appeared to be fresh. He made this determination because he said there was splintering to the wood on the doorframe and wood chips on the floor in the area of the vase. The wood chips appear to have come from the doorframe. Officer [redacted] looked at the photos of the doorframe **(Exhibit E)**. He said the photos depicted the damage he saw the night of June 24, 2011.

Officer [redacted]

On October 30, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Upland Police Department Officer [redacted] at Upland Police Department. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case. The following is a summary of the interview.

Officer [redacted] stated that he authored a supplemental report documenting the event and his actions (Pages 10-11 of Exhibit A). He said his report is a true and accurate account of the incident.

Officer [redacted] said he responded to [redacted] the day after the domestic violence call involving Subjects Freeman and [redacted] He was dispatched to the location to interview the two [redacted] and [redacted] because they had not been interviewed. He said he did not have any contact with Subject Freeman or [redacted] on the night of the incident.

Officer [redacted] said he conducted the interview of the [redacted] separately. In their interview, each of the [redacted] stated they saw Subject Freeman with a knife in her left hand. [redacted] described the knife and an eight-inch folding knife with a silver blade and black handle. [redacted] said Subject Freeman had the knife behind her back. [redacted] described the knife a having a seven-inch silver blade with a black handle. [redacted] said Subject Freeman was holding the knife at her side.

> **IAB Note:** In her IAB interview, Subject Freeman denied having a knife in possession during this incident. Subject [redacted] said he did not see Subject Freeman with a knife.

Officer [redacted] said his interview with [redacted] and [redacted] was audio record. He

identified the audio file #27381295 in **Exhibit F** as the file he recorded.

Officer [redacted]

On October 30, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Upland Police Department Officer [redacted] at Upland Police Department. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case. The following is a summary of the interview.

Officer [redacted] stated that he authored a supplemental report (Pages 11-12 of Exhibit A) documenting his actions during the domestic violence call at [redacted] on June 24, 2011. He said his report is a true and accurate account of the incident.

In addition to what was contained in his report, Officer [redacted] said he only had contact with Subject [redacted] during this incident. He said he did not discuss with Subject [redacted] what occurred in the home. He said during his interaction with Subject [redacted] Subject [redacted] was calm, very relaxed and professional.

Officer [redacted] said his contact with Subject [redacted] was recorded. He identified the audio files #24012222, 24012223 and 24012224 in Exhibit F as the recordings he made during this incident.

Officer [redacted]

On October 31, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Upland Police Department Officer [redacted] at Upland Police Department. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case. The following is a summary of the interview.

Officer [redacted] stated that he authored a supplemental report documenting the event and his actions (Pages 4-7 of Exhibit A). He said his report is a true and accurate account of the incident.

In addition to what was contained in his report, Officer [redacted] said he had contact with both Subject Freeman and [redacted] during this incident. He described Subject Freeman as being cooperative during his contact with her. She had told him she had consumed one glass of wine prior to this incident. Officer [redacted] said she did not appear to be intoxicated.

Officer [redacted] described Subject [redacted] as being cooperative as well. He said it did not appear that Subject [redacted] had consumed any alcoholic beverages. He said his interaction with them did not affect his perception of the Los Angeles County Sheriff's Department.

Officer [redacted] said he did not recall seeing any of the damage inside the home. He had learned through interviews that a vase had been thrown causing the damage to the doorframe.

Officer [redacted] said his interaction with Subjects Freeman and [redacted] were recorded. He identified the audio files #27640294 and 27640295 in Exhibit F as the recordings he made during this incident.

Sergeant [redacted]

On November 4, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Upland Police Department Sergeant [redacted] at Upland Police Department. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case. The following is a summary of the interview.

Sergeant [redacted] said he did not author a report regarding this incident. On June 24, 2011, he said he responded [redacted] regarding a domestic violence call. As he drove to the scene, he saw a car leaving the alley with its headlights off. Believing the car might be related to the call, he said he conducted a traffic stop on the vehicle. Inside the car was Subject Freeman.

Sergeant [redacted] said upon contacting Subject Freeman, she was cooperative. He said he smelled an odor of an alcoholic beverage coming from her person, but she was not slurring her words or having any difficulty walking. Sergeant [redacted] said he was not the supervisor on the call. He informed Sergeant [redacted] who was the supervisor on scene regarding his contact with Subject Freeman. He also advised Subject [redacted] that Subject Freeman had been driving his car.

> **IAB Note:** Sergeant [redacted] had been off work for several months due to a job related injury. My contact information was provided to Sergeant [redacted] on two occasions by the Upland Police Department; however, he did not contact me.

Sergeant [redacted] said he did not have much contact with Subject [redacted] but said Subject [redacted] was cooperative. He said his interaction with both Subjects Freeman and [redacted] was audio recorded. He identified the audio file that contained his ID number of 514, transaction number of 188742 and job number of 768 (5140768) as the recording he made from this incident (Exhibit F).

[redacted]

> **IAB Note:** The officers from Upland Police Department based the assault with a deadly weapon charge against Subject Freeman on their determination that vase was thrown near the head of Subject [redacted] They came to this conclusion

based on the statements and damage to the doorjamb. During her IAB interview, Subject Freeman attributed the damage to the doorjamb to her [redacted] who assisted them with the move into the home. Witness [redacted] was interviewed to determine the cause of the damage.

On October 29, 2014, Internal Affairs Bureau Sergeant Victor Allen interviewed Witness [redacted] at the [redacted] The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case.

Witness [redacted] said he is the [redacted] of Subject Freeman. He said he knew Subject [redacted] only during the course of the relationship Subject [redacted] had with Subject Freeman. They had met approximately two times.

Witness [redacted] said he assisted Subjects Freeman and [redacted] when they moved into the home at [redacted] During the move, Witness [redacted] said he damaged one of the walls in the house while moving part of a bed. He said it happen while moving either the headboard or the bed frame around a corner in the house. He remembered saying they would need to touch the area up with paint. Witness [redacted] said he believed both Subjects [redacted] and Freeman were aware of the damage he caused to the wall. He did not recall causing any damage to any of the floors.

When asked if the damage he caused was to the wall or the door frame, Witness [redacted] said it was to the drywall portion of the wall. He was shown two photos **(Exhibit O)** of the damage to the door frame. After seeing the photos, Witness [redacted] identified the damage to the wooden door frame depicted in the two photos as the damage he caused while moving part of the bed.

SUBJECT INTERVIEWS

Subject [redacted]

On Tuesday September 16, 2014, Internal Affairs Bureau Sergeants Victor Allen and Brian Godwin interviewed Subject [redacted] at Internal Affairs Bureau. Representing Subject [redacted] during the interview was Attorney Leslie Wilcox from Green and Shinee. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case.

Subject [redacted] said he had been dating Subject Freeman for about a year and a half. On June 24, 2011, they had been living together for about eight months. After that date, the relationship continued for about another two months.

Subject [redacted] said on June 24, 2011, Subject Freeman had spoken to his [redacted] ([redacted] by telephone. During this conversation, Subject Freeman and his

[redacted] became involved in an argument. His [redacted] had told Subject Freeman that he (Subject [redacted] did not love her and would not marry her. After speaking to his [redacted] Subject [redacted] said Subject Freeman called him on the telephone. When Subject Freeman called him, she was upset over the conversation she had with his [redacted] Subject [redacted] tried to talk with Subject Freeman. As they spoke about the conversation with his [redacted] Subject [redacted] told Subject Freeman, if she did not believe him, they did not need to be together. He said their phone conversation then ended.

Subject [redacted] said, when he arrived home from work, Subject Freeman was not there. He had been home about five minutes when Subject Freeman arrived at the house. She confronted him in the master bedroom about the conversation she had with his [redacted] Subject [redacted] said Subject Freeman began to punch him, slap him and grabbed him by his neck. She was crying and saying something to him, but Subject [redacted] did not recall what she was saying. He told her to stop and told his [redacted] to call the police. His [redacted] where in their bedroom which was adjacent to the master bedroom. Subject [redacted] did not try to stop Subject Freeman from hitting him. He was concerned about any marks he would cause to her due to her light complexion. In addition, his [redacted] where in the house and he wanted them to understand that you did not put your hands on a woman.

Subject [redacted] said Subject Freeman then grabbed his cell phone. She began to slam it against the sink several times causing it to break. He told his [redacted] to call 9-1-1 and he left to go into the room with his [redacted] Subject [redacted] said Subject Freeman followed him out of the room. She grabbed a vase that was in the hallway and threw it at him. As he was entering his [redacted] room, he said the vase hit the doorjamb leading to the room. The vase struck the doorjamb at a height near his head. Subject [redacted] went into his [redacted] room and spoke to the police dispatcher on the telephone. Subject [redacted] heard Subject Freeman slamming down the pictures frames in the hallway. He then heard her leave the house.

A short time later, Subject [redacted] said the officers from Upland Police Department arrived at his home. He explained to them what had occurred and that he was desirous of prosecution. Subject [redacted] then learned that Subject Freeman was being detained and was stopped driving his car. He was not aware she had taken his car and she did not have permission to drive it.

Later, a sergeant from the Upland Police Department advised him that Subject Freeman was desirous of prosecution for a scratch to her hand. She told the officer's the scratch was caused by Subject [redacted] Subject [redacted] denied grabbing Subject Freeman's hand, placing his hand on her hand, causing the scratch to her hand or the redness to her wrist. Subject [redacted] did not know how Subject Freeman sustained the injury to her hand, but pointed out that Subject Freeman had broken several glass picture frames. He denied placing his hands on her in any way or trying to restrain her. He identified the photos in **Exhibit G** as pictures of Subject Freeman's hands and wrist.

Subject [redacted] reviewed the photos of the damage to the doorjamb **(Exhibit H)**. He said the damage was caused when the vase struck it. He said it was not caused when they moved into the home. He recalled a floor being damaged by the refrigerator when they moved in.

Subject [redacted] identified the broken pictures frames depicted in the photos **Exhibit I** and **Exhibit J** as the pictures Subject Freeman knocked off the counter. The photos depicted in **Exhibit K**, Subject [redacted] identified as the vase he said Subject Freeman threw at him. He identified the pictures that were taken of him in **Exhibit L**. He believed the red marks on his neck were caused when Subject Freeman grabbed him. The photos in **Exhibit M** he identified as pictures of Subject Freeman. Regarding the photos of the damaged louvers in **Exhibit N**, Subject [redacted] said there were louvers throughout the home. He did not know which part of the house the photos depicted or what caused the damage.

Subject Jeanette Freeman

On Thursday, September 11, 2014, Internal Affairs Bureau Sergeants Victor Allen and Carlos Flores interviewed Subject Jeanette Freeman at Internal Affairs Bureau. Representing Subject Freeman during the interview was Attorney Charles Goldwasser. The interview was audio recorded and later transcribed. A copy of the audio file and transcript are included in the case.

Subject Freeman stated she met Subject [redacted] in May of 2010. They began living together as boyfriend and girlfriend in November of 2010. She said the relationship ended in April of 2012.

On Friday, June 24, 2011, Subject Freeman said she had called [redacted] at the request of Subject [redacted] Ms. [redacted] is the [redacted] of Subject [redacted] three [redacted] In speaking with Ms. [redacted] Subject Freeman said she learn Subject [redacted] had shared personal information about their relationship with Ms. [redacted] Subject Freeman called Subject [redacted] on the telephone and told him she was upset about what he was sharing with Ms. [redacted] This conversation with Subject [redacted] took place during the day while they were both at work.

After getting off work, Subject Freeman met with her [redacted]. While she was there, Subject Freeman consumed one or two glasses of wine. Subject Freeman planned to go home and retrieve some items so she could stay the weekend at her [redacted] home. When she arrived home, she heard Subject [redacted] speaking to his two [redacted] ([redacted] and [redacted] They were in the master bedroom. Subject Freeman confronted Subject [redacted] about what he was telling his [redacted] She said Subject [redacted] directed his [redacted] to their room.

After his [redacted] left the room, Subject Freeman said Subject [redacted] approached her. He did not like how she was talking in front of his [redacted] Subject Freeman grabbed Subject [redacted] new iPhone from the counter and began to smash it on the sink of the master bathroom. She grabbed the phone because she was upset. At that point, Subject Freeman said Subject [redacted] grabbed both her hands in an effort to stop her from breaking the phone. When he grabbed her hand, Subject Freeman said Subject [redacted] scratched her hand.

Subject Freeman was able to free her right hand from Subject [redacted] grasp. With her right hand, she slapped Subject [redacted] twice across his face. Subject [redacted] then released his grasp on her hand. Subject Freeman said Subject [redacted] left their room and went into the bedroom with the [redacted] She followed him into the room and saw that [redacted] was on the phone with a 9-1-1 operator.

Subject Freeman left the [redacted] room and went back to the master bedroom. She grabbed Subject [redacted] car keys and went back into the [redacted] room. In the bedroom, she heard Subject [redacted] elling, "She's a deputy sheriff." Subject Freeman left the room again. This time, Subject [redacted] followed her and was cursing at her. Subject Freeman said on a counter in the hallway, there were several pictures. She slapped the pictures causing them all to fall down to the ground. She then picked up a vase and threw it in Subject [redacted] direction. She said the vase landed on the floor. Subject Freeman said she was not throwing the vase at Subject [redacted] She left the location in Subject [redacted] car. As she was leaving, Subject Freeman was stopped by officers form the Upland Police Department.

Subject Freeman identified the broken pictures frames depicted in the photos **(Exhibits P and Q)** as the pictures frames she slapped off the counter. The damage to the door frame that is depicted in the photos (**Exhibit R**), Subject Freeman said was caused by her [redacted], when he assisted them in moving into the home. She identified the photos in **Exhibit S** as depicting her injuries to her hand and wrists she said was caused by Subject [redacted] Subject Freeman identified the broken vase depicted in the photos in **Exhibit T** as the vase she threw. She identified Subject [redacted] as the person depicted in the photos of **Exhibit U**. Subject Freeman also said there were louvers throughout the home. She did not know which part of the house the photos in **Exhibit V** depicted or what caused the damage.



Jim McDonnell, Sheriff

County of Los Angeles

Sheriff's Department Headquarters

4700 Ramona Boulevard
Monterey Park, California 91754-2169



March 17, 2015

Deputy Jeanette Freeman, #[redacted]

Dear Deputy Freeman:

You are hereby notified that it is the intention of the Sheriff's Department to discharge you from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective the close of business April 7, 2015.

An investigation under IAB File Number 2291399, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Department Manual of Policy and Procedures Sections 3-01/030.05, General Behavior, and/or 3-01/030.10, Obedience To Laws, Regulations, and Orders [as it pertains to 245(A)(1) P.C, Assault with a Deadly Weapon, Not Firearm, and/or 243 (E)(1) P.C., Domestic Battery, and/or 594 P.C. Vandalism]; and/or 3-01/030.16, Family Violence, on or about June 24, 2011, you engaged in acts of domestic violence and vandalism, and brought discredit to yourself and the Department as evidenced by but not limited to the following:

   a. admitting to assaulting [redacted] your [redacted] by striking him with your hands and causing injury to him; and/or,

   b. admitting to damaging his cellular telephone by striking it against a sink; and/or,

   c. admitting to throwing a vase at, or in the direction of [redacted] and causing it to break; and/or,

d. admitting to damaging picture frames by forcing them to fall from the wall; and/or,

e. being named as a suspect in an Assault with a Deadly Weapon investigation conducted by personnel from the Upland Police Department and being arrested for 245 (A)(1) P.C. Assault with a Deadly Weapon (Upland Police Department case number upd11175033); and/or,

f. being charged with 245 (A)(1) P.C. Assault with a Deadly Weapon court case number M WV1103526) in the San Bernardino Superior Court, Rancho Cucamonga where you entered into a pre-trial settlement which required you to complete a 52 week domestic violence course, pay fines and restitution; and/or,

g. being named as the person to be restrained in an Emergency Protective Order (11-175-033).

2. That in violation of Department Manual of Policy and Procedures Section 3-01/040.76, Obstructing an Investigation/Influencing a Witness; and/or 3-01/040.70, False Statements, on or about June 24, 2011, you made false statements while detained by personnel from Upland Police Department when you knowingly gave false evidence regarding your argument with [redacted] stating that the argument never became a physical assault and you never threw anything at him, and/or words to that effect. You later admitted these false statements were made with intent of avoiding legal trouble.

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

You may respond to the intended action orally or in writing. In the event that you choose to respond orally to these charges, you have already been scheduled to meet with Chief James J. Hellmold, on April 7, 2015, at 0930 hours, in his office, which is located at 4700 Ramona Boulevard, Room 234, Monterey Park California 91754. If you are unable to appear at the scheduled time and wish to schedule some other time prior to April 7, 2015, for your oral response, please call Chief Hellmold's secretary at [redacted] for an appointment.

If you choose to respond in writing, please call Chief Hellmold's secretary to cancel your scheduled appointment, and send your response to the facts contained in this letter to Chief Hellmold's office by no later than April 7, 2015.

Unless you are currently on some other type of authorized leave, pursuant to Rule 16.01 of the Los Angeles County Civil Service Commission Rules, effective immediately, you are on paid administrative leave which will continue during the fifteen (15) business days you have to respond to the intended discharge or until the conclusion of your pre-disciplinary hearing. If you are presently on an authorized leave, that leave will continue during the fifteen (15) business days you have to respond to the intended discharge, or until the conclusion of your pre-disciplinary hearing.

Failure to respond to this Letter of Intent within fifteen (15) business days will be considered a waiver of your right to respond and will result in the imposition of the discipline indicated herein.

If you did not receive the investigative material on which your discipline is based at the time you were served with this correspondence, you may contact the Internal Affairs Bureau at (323) 890-5300, to obtain a copy of the case file.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

Donnie L. Mauldin, Captain
Internal Affairs Bureau

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures.

DLM:JJH:lp

cc: Advocacy Unit
Employee Relations Unit
Chief James J. Hellmold, Countywide Services Division
Internal Affairs Bureau
(File # IV2291399)



SETTLEMENT AGREEMENT

PRELIMINARY STATEMENT

This Agreement is entered into between the Los Angeles County Sheriff's Department (hereinafter referred to as "Department") and Jeanette Freeman, (hereinafter referred to as "Ms. Freeman"), Employee Number [redacted]

RECITALS

The Department and Ms. Freeman are interested parties in the investigation under Internal Affairs Bureau No. 2291399 and Civil Service Commission Case No. 15-121. Both desire to resolve all disputes arising as the result of that investigation and civil service appeal, to avoid litigation and further administrative process upon the terms and conditions hereinafter set forth.

NOW THEREFORE, the Department and Ms. Freeman for and in consideration of the mutual covenants herein, agree as follows:

1. The Department agrees to reinstate the Appellant, Jeanette Freeman, in the position of Custody Assistant. After she holds the position of Custody Assistant for one year, Ms. Freeman will be eligible for reinstatement to the position of "Deputy Sheriff" provided she meets the following conditions:

   a. She has maintained [redacted]

   b. She has abided by all rules, regulations, laws and orders as provided in the Manual of Policy and Procedures of the Sheriff's Department.

   c. She is not involved in any other disciplinary actions and/or investigations that would, in any way, impact her ability to perform her duties as a law enforcement officer and/or impugn her credibility.

2. Ms. Freeman agrees to waive all claims to back pay for the time period that she was discharged from the Department until she returns to work as a Custody Assistant. There will be no issues of back-pay.

3. Ms. Freeman agrees to waive all rights in IAB Case Number 2291399 pursuant to *Skelly v. State Personnel Board* (1975) 15 Cal.3d 194, Cal.Rptr. 14.

4. Ms. Freeman agrees to waive any and all further administrative or judicial remedies, including before the Los Angeles County Civil Service Commission, the Los Angeles County Employee Relations Commission, and/or any court of law, with respect to this

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matter, including Internal Affairs Bureau No. 2291399 and Civil Service Commission Case No. 15-121.

5. Upon execution of this Agreement and in consideration thereof, Ms. Freeman agrees to file a letter of withdrawal with the Civil Service Commission in connection with Civil Service Case No. 15-121.

6. The parties agree that the terms of this Agreement shall remain confidential. The parties agree that there shall be no publication of the terms of this Agreement.

7. The parties further agree that this settlement shall not be considered, cited or used in any future dispute between the Department and any other Department employee as establishing precedent or past employment practice. This Agreement resolves the dispute between Ms. Freeman and the Department, and is not to be applied to any other facts or disputes unless Ms. Freeman violates the terms expressed in this Agreement in subsection 1.

8. In consideration of the terms and conditions set forth herein, Ms. Freeman agrees to fully release, acquit and forever discharge the County, its heirs, successors, assigns, and legal representatives from any and all liability whatsoever for any and all claims arising out of or connected with the employment relationship between the County and Ms. Freeman concerning the subject matter referred to herein. Additionally, Ms. Freeman specifically acknowledges that she has not been the subject of discrimination, retaliation, and/or harassment in any form, including, but not limited to, based upon age, race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status or sex, and that she has no claim against the County for any such aforesaid matters whether any such claim is presently known or not known to her.

9. Ms. Freeman relinquishes and expressly waives all rights conferred upon her by the provisions of California Civil Code Section 1542, which reads as follows:

> "A general release does not extend to claims which the creditor does not know or suspect to exist in his/her favor at the time of executing the release, which if known by him/her must have materially affected his/her settlement with the debtor."

10. The parties agree that this Agreement may be specifically enforced in court and may be used as evidence in a subsequent proceeding in which any of the parties allege a breach of this Agreement, unless so otherwise indicated in this Agreement.

11. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the Agreement, including signatures, shall be deemed to constitute evidence of the Agreement having been executed.

Initials JF

12. The date of the last signature placed hereon shall hereinafter be known as the "date of execution" and the "effective date" of this Agreement.

13. The parties agree that this is the complete settlement agreement and that no other promises have been made by either party. The parties further agree that no changes may be made to this settlement agreement unless both parties reduce the changes to writing and sign them.

14. Each party hereto represents and agrees that he/she or it has carefully read and fully understands all of the provisions of the Agreement, and that he/she or it is voluntarily, without any duress or undue influence on the part of or on behalf of any party, entering into this Agreement.

I have read the foregoing Settlement Agreement and I accept and agree to the provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences. I further acknowledge that I have been afforded the opportunity to consult with legal counsel prior to signing this Agreement.

Jeanette Freeman
Jeanette Freeman, #[redacted]

January 27, 2016
Date

For the Department:

James J. Hellmold, Chief
Countywide Serviced Division

January 27 2016
Date

As to form and content:

Nohemi Gutierrez Ferguson, Attorney at Law
Gutierrez, Preciado & House, LLP

~~January~~ February 1 2016
Date

Charles Goldwasser, Attorney at Law
Goldwasser & Glave

January 27 2016
Date

Initials JF



OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES



HALL OF JUSTICE

JIM MCDONNELL, SHERIFF

February 23, 2016

Deputy Jeanette Freeman, #[redacted]
[redacted]

Dear Deputy Freeman:

On April 16, 2015, you were served with a Letter of Imposition under File No. 2291399, notifying you that you were discharged from your position of Deputy Sheriff, Item 2708A, with the Department, effective as of the close of business on April 15, 2015.

On February 1, 2016, the discipline was reduced pursuant to a Settlement Agreement. All Departmental records will reflect that you received a reduction from the position of Deputy Sheriff, Item No. 2708A, to the position of Custody Assistant, Item No. 2749A, effective February 18, 2016.

Pursuant to the Settlement Agreement, the investigation under IAB File Number 2291399, conducted by Internal Affairs Bureau, coupled with your own statements, have established the following:

1. That in violation of the Manual of Policy and Procedures Sections 3-01/030.05, General Behavior, and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders [as it pertains to 245(a)(1) P.C., Assault with a Deadly Weapon, Not Firearm, and/or 243(1) P.C., Domestic Battery, and/or 594 P.C., Vandalism]; and/or 3-01/030.16, Family Violence, on or about June 24, 2011, you engaged in acts of domestic violence and vandalism, and brought discredit to yourself and the Department as evidence by but not limited to the following:

   a. admitting to assaulting [redacted] your [redacted] by striking him with your hands and causing injury to him; and/or,

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

b. admitting to damaging his cellular telephone by striking it against a sink; and/or,

c. admitting to throwing a vase at, or in the direction of [redacted] and causing it to break; and/or,

d. admitting to damaging picture frames by forcing them to fall from the wall; and/or,

e. being named as a suspect in an Assault with a Deadly Weapon investigation conducted by personnel from the Upland Police Department and being arrested for 245 (A)(1) P.C., Assault with a Deadly Weapon (Upland Police Department case number UPD11175033); and/or,

f. being charged with 245 (A)(1) P.C., Assault with a Deadly Weapon (court case number M WV1103526) in the San Bernardino Superior Court, Rancho Cucamonga where you entered into a pre-trial settlement which required you to complete a 52 week domestic violence course, pay fines and restitution; and/or,

g. being named as the person to be restrained in an Emergency Protective Order (11-175-033).

2. That in violation of Department Manual of Policy and Procedures Sections 3-01/040.76, Obstructing an Investigation/Influencing a Witness; and/or 3-01/040.70, False Statements, on or about June 24, 2011, you made false statements while detained by personnel from Upland Police Department when you knowingly gave false evidence regarding your argument with [redacted] stating that the argument never became a physical assault and you never threw anything at him, and/or words to that effect. You later admitted these false statements were made with intent of avoiding legal trouble.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

Donnie L. Mauldin, Captain
Internal Affairs Bureau

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures.

DLM:MM:liz

c: Advocacy Unit
Employee Relations Unit
David L. Fender, Chief, Custody Services Division – Specialized Programs
Personnel Administration
Century Regional Detention Facility/Unit Personnel File
Internal Affairs Bureau (File #2291399)